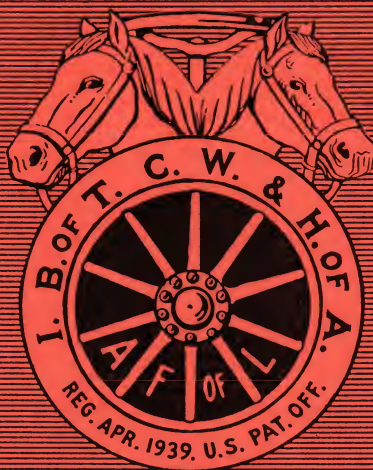


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MARCH, 1941

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS - CHAUFFEURS
WAREHOUSEMEN & HELPERS
of AMERICA**



READING the Journal this month you will notice that mention is made as to the passing away of three members of our organization, one a General Organizer, whose name appears in the minutes of the meeting of the General Executive Board, the others, our brothers in Milwaukee and New York.

The publication of items on the passing away of members seldom appears in our Journal, due to the fact that our Journal contains only a small number of pages, making it impossible for us to publish resolutions on the death of our members, much as we would like to do so. It is only when some outstanding officer in a district dies, who has given a great deal of his time and has made many sacrifices in order to build up the organization, is mention of his passing away published in the Journal. Our membership can readily understand how impossible it would be on account of the limited space in our Journal for us to publish resolutions on the death of all members.

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WHILE cold weather with plenty of ice and snow is still with us in many sections of the country it behooves those driving on our streets and roads to use extra care so that accidents, which perhaps may mean loss of life and destruction of equipment, may be avoided. Employers quite often blame the driver no matter what the circumstances surrounding the accident may be, and should the driver be so unfortunate as to lose his life, then, of course, since he cannot defend himself, the blame is finally placed on him. It pays to be careful whether you are driving a car owned by your employer or your own car.

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THE Executive Council of the Building Trades Department of the American Federation of Labor, at its meeting held some time ago, voted to do away with jurisdictional disputes on all jobs; that work must continue; that all cases in dispute will be given a trial, and the organization awarded the decision shall have jurisdiction over that class of work. We believe this was a step in the right direction, and will result in labor unions, at least those in the American Federation of Labor, not fighting among themselves. We can all get along very well without such fights and we hope the decision will bring peace to our members employed around building construction jobs.—J. M. G.

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The American Workingman

He may live in a tenement, but the American workingman is the backbone of this republic. He is the most highly skilled artisan in the world. It is largely because of this that we are the most prosperous nation on the face of the globe. America learned the lesson earlier than any other nation, that no people can advance unless they take with them the "common, every-day man," because there are so many of them.

Furthermore, America learned the lesson sooner than any other nation, that the prosperity of the whole people depends upon the prosperity of the workingman. Not that he has received all to which he is entitled. Any man would simply be showing his ignorance, his prejudice or his selfishness, were he to insist that the present social system of any land is ideal. But the Labor Movement is rapidly bringing in the day when the workingman shall come into his own.

The American workingman is an independent, free-acting citizen. Any man, be he labor leader, demagogue or politician, who says that he carries in his vest pocket the votes of the American workingman, is a liar. If he really believes it, he is a fool.

When the American workingman does follow a leader, it is because that leader has made good, or because the principles which he is advocating appeal to the workingman's good sense. The American workingman claims the right to protest against any condition which he believes is against the

(Continued on Page 16)



EDITORIAL



(By DANIEL J. TOBIN)

THERE is a new book just out written by Beatrice Rutherford and published in New York. It is called "Good Manners" and it really has a lot of good common sense. The first lines of the first chapter read as follows:

"There are three or four things that go to make up real manhood and womanhood; namely, quietness, cleanliness, and consideration for others."

And might we add that there is something else that is more important even than the foregoing, and that is the power of self-control so that we do not rush into unnecessary arguments or use a microscope in examining the characters and intents of others, even when the others make disparaging statements about us. In other words, patience and the power to control ourselves, all based on the word "charity" are, in our judgment, the basis upon which real manhood and womanhood is founded. The veneer, the outside polish, sometimes mistaken for good manners, is in the majority of cases assumed or artificial. A man or woman can be classified as well trained by their inner self if such mental conditions are based on forbearance and charity. I have seen men and women in every position in life. I have seen the real and the unreal. Very often the real is classed as uncouth and untrained. Of course we must allow that no man or woman should be indecent or insulting; but I still believe that were I to choose my real friends it would be from amongst those who are without varnish or paint in the outward appearance and expression, which includes their educational training. A man or woman can be without education and have the soul of a gentleman. Lincoln had no education, but even when he chopped logs to keep the fire of hope burning in a log cabin in Indiana, he was then as much of a gentleman at heart as he was when he delivered his address in Gettysburg which immortalized him. I am still a believer in the words of the poet, "And the heart of the toiler hath throbbings that stir not the bosoms of kings." It has been my privilege to sit and dine with the leaders in our government and with the leaders of foreign governments in foreign countries, to live in the best of hotels, as well as to live for many, many years in the cheapest and lowliest of cabins and under indescribable conditions, and I have found men and women whom I could trust with my very soul and whose honor and integrity were beyond suspicion, in larger numbers amongst the masses of the so-called common people, than I have found in the higher brackets of what we call educated society. Again, we do not need to go to college to be educated. Some of our ablest men in life had very little actual desk schooling. George Washington could hardly spell a word of three syllables correctly. Lincoln educated himself by the light of what was then called a kerosene lamp without a globe. Back in ancient history some of the greatest philosophers were without actual educational training except that they trained themselves by reading and studying the works of men of learning. It is a crime for our people today in the Labor Movement to remain ignorant because there are so many facilities, even without going to school, of sitting down and educating themselves. Many of those who refuse to become educated are mentally defective or lazy. From out of the homes of the poorer people

come the future leaders of civilization and you can rest assured that the environment of the home has a substantial tendency to form the mind of the youngster. If the youth going to school sees his mother and father reading and studying or talking intelligently, that child will usually follow in their footsteps. To be a representative of our Trade Union Movement today men need to work hard and educate themselves so that they may have some understanding of the many problems that confront us.

GEORGE RITCHEY, Secretary-Treasurer of Local Union No. 257 and of Joint Council No. 50 of Milwaukee, Wisconsin, passed away on January 27th. He was in attendance at the conference of attorneys and representatives of joint councils held in International Headquarters on Friday, Saturday and Sunday, January 24, 25, and 26.

Apparently he was in the best of health while here at the conference, but he passed away on the 27th.

George Ritchey was one of the men who helped build up our organization in Milwaukee to its present strength. He had the men working at his craft organized practically one hundred per cent and his local was one of the outstanding locals in Milwaukee. With other local officers he was instrumental in building up a very fine district joint council, making its mark in Milwaukee as the first joint council in this country to donate an iron lung and other sets of apparatus to its hospital to be used especially in treatments for children.

It was indeed with sincere regret, when we came into the office Monday morning that we learned of his death and realized the loss the organization had sustained, but his work will live on although the Labor Movement in the district will miss him. To his family we tender our deepest sympathy.—J. M. G.

EUGENE O'BRIEN, Trustee of Local Union No. 807 of New York City, passed away on January 15th. He served his local union faithfully for nineteen years. The officers and members of his local union No. 807 and his many friends in the Labor Movement, express deep regret and sorrow at his passing. The International Executive Board extends its sympathy to his family and his local union.—J. M. G.

Minutes of Meeting of General Executive Board Held in Everglades Hotel, Miami, Florida, Beginning January 30, 1941

THE General Executive Board convened at 10:00 A. M. Thursday, January 30, 1941. All members were present. The General President first briefly outlined to the Board the work before it, and made a report of the standing of the organization, financially and numerically. He stated there were many matters and resolutions referred to the Board from the convention which must be acted upon at this meeting, and also that there were representatives from several of our local unions who desired to present certain matters to the Board, and he recommended that the Board extend them the privilege of stating their cases. The recommendation of the General President was adopted.

The Board first considered a number of resolutions which were introduced at our Convention held in September, 1940, and which were referred

to the General Executive Board for final disposition. Following are the resolutions and the action taken in each case:

RESOLUTION No. 4, introduced by delegates representing Local 783, Louisville, Kentucky; RESOLUTION No. C-16, introduced by delegates representing Local 170, Worcester, Massachusetts, Local 259, Boston, Massachusetts, and Local 42, Lynn, Massachusetts; RESOLUTION No. 23, introduced by delegates representing Local 820, New York City—all dealing with the re-employment and protection of the seniority rights of those who may be called to military service by the government. In regard to the question of endeavoring to compel employers to reinstate in their former positions men who are called to the service of the country, the Board decided that the International Union, through its Legal Department in Washington and its Legislative Representative, will do everything in their power to help protect any of our members who may be thus called, and if legislation is introduced in the Congress of the United States, they will favor such legislation and do everything possible towards the enactment of same. However, in dealing with the service and employment of such members, it is a matter for the local unions in their respective districts to handle. The International Union cannot very well decide upon the policy to be pursued at this time, as conditions are different in different districts, and contracts where existing must be observed. In the matter of the acceptance of withdrawal cards of members who may be called to military service, this is also a matter for local unions to handle. The International Union cannot set aside any part of the Constitution and the issuing and redepositing of withdrawal cards is provided for in the Constitution; but the Board strongly recommends to local unions that they give every possible consideration to the men who are called to military service.

RESOLUTION No. 14, Jurisdictional Dispute Between Operating Engineers and Teamsters, introduced to the convention by several local unions in the State of Illinois. In view of the fact that an arbitration agreement has been made by Labor men, it is impossible to reopen the case at this time.

President Tobin, in connection with the above resolution, explained how the Engineers' Union is claiming jurisdiction over ice pullers. The General Executive Board, after hearing the statements of the General President regarding this claim of the Engineers, decided that the General President stand instructed, in the name of the General Executive Board, to inform the Executive Council of the American Federation of Labor that we are opposed to any such thing as granting this jurisdiction to the Engineers' Union.

RESOLUTION No. C-3, Urging Enforcement of Monthly Dues Provision in Constitution, introduced by Local 521, Christopher, Illinois. It was decided that the General President notify our local unions through the columns of the Journal that the minimum dues of the organization are two dollars per month, and that unions found not complying with this section of our Constitution are liable to suspension or expulsion.

RESOLUTION No. 15, Urging Contract for Beverage Drivers, submitted by over one hundred delegates representing local unions in the Northwest. The Board discussed this resolution and their decision is as follows: We find from experience that unless those coming under our jurisdiction are organized in different cities, the national officials of the companies will not endeavor to force the men into our organization; that our first duty in local districts is to go out and organize the men. After we have fifty-one per cent of the men, then we can negotiate.

RESOLUTION No. 13, Extension of Social Security Act, introduced to the convention by George W. Copps, delegate from Local 726, Chicago, Illinois. This matter was turned over to the International Officers in headquarters, for them to decide the policy to be pursued, which will depend upon developments in legislation pertaining to this subject, now under consideration in Washington, D. C.

RESOLUTION No. 18, Resident Organizers for Provinces of Ontario and Quebec, Canada, submitted by M. H. Nicols, Local 670, Toronto, Canada. After consideration of the matter it was the consensus of opinion that no action should be taken at the present time, but if conditions warrant further consideration of the matter it will be taken up again at the next meeting of the General Executive Board after the present war ends.

RESOLUTION No. 19, Urging Inauguration of a Nationwide "Have-It-Delivered" Campaign, submitted by Local 353, Seattle, Washington, and concurred in by almost one hundred local unions of the Northwest. The Board gave consideration to this resolution and the question of publicity, especially through the columns of our Journal, in an endeavor to discourage the "cash and carry" plan, which is responsible for the unemployment of hundreds of our members in different sections of the country. The Board decided that from time to time the Journal contain an item dealing with the subject, advising and encouraging our members in the different cities, especially Joint Councils, to do everything in their power to discourage the "cash and carry" system.

RESOLUTION No. 21, Automatic Vending Machines, introduced to the convention by over fifty local unions of the Northwest District. The Board is absolutely in sympathy with the purpose and intent of the resolution. The drivers who deliver the merchandise for these machines come under our jurisdiction, and every effort should be put forth by our representatives in all districts to organize said drivers.

RESOLUTION No. 25, Organization of Railway Express Drivers, introduced to the convention by delegates from Local 808, New York City; Local 623, Philadelphia, Pa.; Local 561, Cleveland, Ohio; Local 459, Jersey City, N. J., and Local 720, Chicago, Illinois. Efforts are being made, and have been made for some time past, to bring into the membership of the International Brotherhood of Teamsters all drivers employed by the Railway Express Agency, Inc., in which organization they properly belong. The General Executive Board instructed that such efforts and agitation be continued and that everything possible be done to get the decisions of the American Federation of Labor adhered to and those drivers and helpers brought into our union.

RESOLUTION No. 28, Urging Establishment of an A. F. of L. office in the Los Angeles Area, submitted by delegates representing Local 206, Portland, Oregon; Local 241, San Francisco, California; Local 315, Contra Costa County, California, and Local 860, San Francisco, California. After a lengthy discussion it was unanimously voted by the Board that the resolution be concurred in and that the General President be instructed to present same to the Executive Council of the American Federation of Labor.

RESOLUTION No. 34, Opposing Second and Third Class Ratings for Chauffeurs in Navy Yards and Arsenals, submitted by a delegate from Local 490, Vallejo, California. The General Executive Board decided to amend this resolution by striking out the words "chauffeurs working in Mare Island Navy Yard," and substituting the words "chauffeurs working in Navy Yards." The resolution was adopted and the General President

was instructed to forward same to the Legislative Department of the International Union in Washington, D. C., for the purpose of having our representatives there endeavor to bring the subject-matter before the proper officials in Washington, in the hope that we may be able to obtain the requests desired by those who presented the resolution.

RESOLUTION No. 35, Union Label Suggested on Dairy Products, introduced by the delegate from Local 225 of Milwaukee, Wisconsin, and the delegate from Local 507, Green Bay, Wisconsin; RESOLUTION No. C-5, Union Label, introduced by representatives of Local 868, Reedsburg, Wisconsin, Local 920, Waupun, Wisconsin, and Local 887, Berlin, Wisconsin; and RESOLUTION No. C-31, Union Label, a duplicate of No. C-5. In view of the fact that in order to use a label, especially in interstate commerce, it must be approved by the Department of Labels and Patents, and in view of the fact that our label is still under litigation, action on this resolution was necessarily postponed. It was unanimously voted by the Board that the matter be referred to the next meeting of the Board.

RESOLUTION No. 37, Additional Organizers, submitted by several local unions, mostly located in the South. It was voted by the Board that the matter be referred to the General Office for further consideration and whatever action is deemed advisable.

RESOLUTION No. 38, presented by Local 241, San Francisco, California, and dealing with the same subject as Resolution No. 37, referring more specifically to the organization of automotive warehousemen. In view of the fact that a similar resolution was acted upon previously, it was decided by the Board that this resolution be placed on file.

RESOLUTION No. 39, Organization of Service Station Operators and Attendants, submitted by representatives of Local 972, Alton, Illinois; Local 971, Belleville, Illinois; Local 984, Granite City, Illinois; Local 665, San Francisco, California, and Local 78, Alameda County, California. This was referred to the officers in Headquarters for whatever action they deem necessary.

RESOLUTION No. 40, Elimination of Unfair Practice in Sale of Gasoline, submitted by Local 972, Alton, Illinois; Local 971, Belleville, Illinois, and Local 984, Granite City, Illinois. The General Executive Board felt that it would not be expedient for them to enter into any attempt to enact legislation as requested by this resolution, at this time. It was voted by the Board that they non-concur in the resolution.

RESOLUTION No. 41, Denouncing Practice of Oil Companies, submitted by the same representatives as Resolution No. 40; and as in the case of Resolution No. 40, no action was deemed advisable by the Board.

RESOLUTION No. C-2, License Plate Emblem, submitted by representatives of Local 860, San Francisco, California; Local 595, Los Angeles, California; and Local 206, Portland, Oregon; and RESOLUTION No. 45, Publicity Through License Plates, submitted by the same delegates as Resolution No. C-2. The Board felt it would be difficult to put such resolutions into practice. Local Unions, if they desire, or individual owners, can practice the plan suggested by this resolution whenever and wherever they deem it advisable, so it is a matter for the local unions to decide.

RESOLUTION No. 46, Shop Card for Service Stations, submitted by Local 44, Seattle, Washington; and RESOLUTION No. C-14, a duplicate of No. 46, signed by a number of local unions, mostly of the Northwest. In connection with these two resolutions Assistant President Gillespie presented a letter from the Midwest Petroleum Union Conference urging the same action. It was the action of the Board that we adopt the principle

of the shop card and leave the matter to the General Office for further investigation, securing samples, prices, etc., and that the matter be referred to the next meeting of the Board.

RESOLUTION No. 47, Jurisdiction Dispute with Brewery Workers, presented by local unions all over the country, mostly in California, Oregon, Ohio, Michigan and Missouri. President Tobin suggested that no action be taken on the resolution at this time, pending a decision of the court case in which the two International Unions are involved. It was unanimously voted that this be the action of the Board.

RESOLUTION No. 1, submitted by Area Committee Representing Over-the-Road Drivers; and RESOLUTION No. C-1, Urging Establishment of Area Set-ups, presented by Local Union 90, Des Moines, Iowa. Several other resolutions of a similar nature were presented by other local unions in the same district. Discussion on these resolutions was postponed until the arrival of representatives of the Area Committee. This group appeared before the Board and their problems were presented by Organizer Neal and others of the group and were discussed by the Board. President Tobin suggested that they meet with representatives from the western coast and with Brother Gillespie, Vice-President Beck and Vice-President McLaughlin, with the idea of perhaps receiving suggestions from the western representatives and working out a plan of action as a solution of their problems. This procedure was followed and the group again appeared before the Board and presented a plan of operation for the consideration of the Board, the principal provisions of which are as follows:

1. It shall be the duty of the original Area Committee to select a Committeeman from each state covered by the Area Contract. The Committee reserves the right to make any changes in the State Committeemen it deems advisable for the best interest of the Over-the-Road Motor Freight Agreement. State Committeemen may petition the Area Committee for one or more assistants and if in the opinion of a majority of the Committee there is need therefor, same shall be granted, and those so selected will be placed on the Area Committee with equal authority. The Committeeman so selected shall function as Chairman for his state and his duties shall be to see that any grievances that cannot be settled between local unions and employers are properly presented to the State Joint Area Committee, and a complete record of the case is kept so in case an appeal is taken from the decision rendered by the State Joint Committee to the Union Area Committee, all records pertaining to the case can be turned over to the Joint Area Committee.
2. Each State Committeeman shall be responsible for the enforcement of the agreement and initiation fees and to see that the correct amount of dues is collected from each member, and in case a local union within his state will not correct the fault found existing, the State Committeeman shall turn evidence over to the Area Committee for enforcement, subject to the approval of the International Office.

The plan was approved by the General Executive Board.

RESOLUTION No. 8, Distribution of Milk, presented by William Gydesen of Local 546, St. Paul, Minnesota; and RESOLUTION No. C-6, Urging Establishment of Research and Statistical Department, presented by dele-

gates representing Local 754 of Chicago, Illinois. These two resolutions were discussed at an early session of the Board but no decision was reached. Later President Tobin called them to the attention of the Board—the first one pertaining to the appointment of a national committee to make an investigation into all phases of the cost, production and distribution of milk and dairy products; the second calling for the establishment of a statistical department and the maintenance of said department by the International Union, for the purpose of dealing not only with milk and dairy products, but questions involving wage scales for all other branches of our organization, especially over-the-road employment. It was called to the attention of the Board that as time goes on the increasing necessity of having authentic and proven facts and statistics will be an absolute necessity if we are to continue not only to hold what we have but to function and progress in the future. The roads pointing towards arbitration are increasing and undoubtedly we will be confronted, as time goes on, especially in interstate commerce, with something similar to the Railway Wage Act, which is almost compulsory arbitration. Judge Padway read a statement to the Board outlining his opinions strongly favoring the absolute necessity of the creation of such a department, emphasizing the fact that in recent arbitration cases we were successful only because statisticians employed by other organizations were temporarily loaned to our International Brotherhood. The General President set forth the fact that the first thing confronting us was whether or not the Board would decide upon the creation of such a department. The motion was made that such a department be founded and that the expense for maintaining same be paid by the International Union. The next question was where this statistical branch of our organization would be located and who would be responsible for its functioning; in other words, under whose charge would it be directly operated. The matter was discussed by several members of the Board. Secretary-Treasurer Hughes made the statement that he did not believe it would come under the duties of the Secretary-Treasurer's office. It was finally decided unanimously by the Board that the Department of Statistics be located in Washington, D. C., and that it be directly under the charge and supervision of the International President, and that he be empowered to proceed as soon as possible to set up this department. President Tobin stated clearly that it would undoubtedly take one, two or three years before this department would be functioning properly.

President Tobin outlined to the Board the case of Local 705—where certain members of the local have protested the election of officers held on December 29, 1940, and have asked that the Board set aside the election and installation of said officers, and declare or order another election, and conduct such an election. President Tobin explained that those protesting the election had visited International Headquarters and had presented their case. He read to the Board the report of Organizer Burger who had supervised the election, and a letter from the office of the State's Attorney of Cook County, Illinois, both testifying to the fact that an honest and fair election had been held, that watchers were allowed both groups, that men from the State's Attorney's office were stationed in and around the building to see that no unfair tactics were used, etc. It was voted by the Board that the protest be disallowed and that the Board go on record as declaring that an official and honest election was held.

Word was received during the meeting of the Board of the death of General Organizer Harry W. Dail. The matter of financial assistance for

the widow was discussed, and it was voted unanimously by the Board that the sum of five thousand dollars be paid to her by the International Union, the method of payment to be left in the hands of the General Officers. A message of sympathy was sent to the family in the name of the General Executive Board.

President Tobin advised the members of the Board that the President of the Brotherhood of Railway and Steamship Clerks last fall brought before the Executive Council of the American Federation of Labor the question of organizing office employees in trucking companies. Various suggestions were made by members of the Board in regard to this request of the Brotherhood of Railway Clerks for jurisdiction over these office employees, and the General Executive Board instructed President Tobin to protest against the Brotherhood of Railway and Steamship Clerks being given jurisdiction over this class of workers by the American Federation of Labor, because it was distinctly understood that the jurisdiction of the Brotherhood of Railway Clerks did not extend beyond railway and steamship employees; and furthermore, that the Executive Council be requested by the General Executive Board of the International Brotherhood of Teamsters that no further consideration be given to this matter under any circumstances until the Brotherhood of Railway and Steamship Clerks comply with the decisions of the American Federation of Labor by disassociating from their membership drivers and helpers working on trucks that are in the service of the Railway Express Agency, Inc.

Attorney Joseph A. Padway, General Counsel for the International Brotherhood of Teamsters, attended several sessions of the Board and gave advice and assistance on many matters. He brought up the matter of the new charter for the International Union necessitated by a change in the name of the organization. He explained the effect of the wording of the new charter upon the jurisdiction of the organization, etc. He was instructed, as General Counsel for the International Union, to take care of the matter and to see that the jurisdiction of the organization is protected and obtain from the American Federation of Labor the necessary declarations and documents. Later on during the meeting he read a letter which he had prepared for the signatures of President Green and Secretary-Treasurer Meany, stipulating the terms of our affiliation with the American Federation of Labor, in connection with the issuance of our new charter. Same was approved by the Board. He explained to the Board, in response to inquiries made of him, the Social Security Act as it applies to our local unions and Joint Councils; and reported on the position of the Federal Trade Commission in regard to their connection and jurisdiction over contracts with employers, which contracts provide for the elimination of owner-drivers.

President Tobin read a communication which he had received from Local 683, Milk Drivers and Dairy Employees' Union of San Diego, California, in which they asked for a change of title, a slight extension of jurisdiction which would allow them to take in some drivers now belonging to Local 542, also an extension of their territory from "San Diego" to "San Diego and Vicinity." Local 542 is agreeable to relinquishing that part of their jurisdiction requested by Local 683 and the Joint Council approved their request. The request was therefore granted by the Board.

President Tobin also submitted to the Board a request from Local 495, Warehouse, Garage and Service Station Employees' Union, Long Beach, Wilmington and San Pedro, California, and Local 770, Garage Employees' Union of Los Angeles, California, to be consolidated into one

local union to be known as the Garage, Automotive and Service Station Employees' Union, Local No. 495, with jurisdiction over Los Angeles County. The request was approved by Joint Council No. 42. After discussion of the matter a motion was made and carried that the request be granted.

A resolution was adopted and approved by the Board governing the procedure by the General President dealing with the subject of appeals of individual members. Complying with the intent and purpose of Article XVIII, Section 2 (b) of our Constitution, machinery was set up by the Board for the purpose of expediting appeals and eliminating unnecessary work in connection therewith. The General President is instructed and empowered by action of the Board to appoint representatives to hear cases of appeals whenever he believes it necessary and expedient.

General Organizer T. T. Neal and Carl Keul of Local 90, Des Moines, Iowa, appeared before the Board to present the following cases in Iowa and Minnesota: Local 650, Waterloo, Iowa; Local 828, Mason City, Iowa; and Local 230, International Falls, Minnesota. Conditions in these local unions, as reported by Brother Neal and Brother Keul, are not conducive to the best interests of the local unions and it was recommended that a Trustee be appointed over them. In each case the request was granted and Trustees will be appointed over each of the local unions.

Another case they presented was that of Local 615, Virginia, Minnesota. Conditions in this local union, as reported by them, are not satisfactory and no progress is being made by the organization. It was recommended that the charter be revoked and that jurisdiction over the dairy employees be given to Local 32 of Duluth, and jurisdiction over the remainder of the drivers be given to Local 950, Hibbing, Minnesota. This was the action of the Board.

A delegation appeared before the Board from Local 478 consisting of Fred Carlin, Charles Nelson and Eugene McMenamin, who reported unsatisfactory conditions in Local 478, Newark, N. J. Vice-President Cashal has for some time been supervising the affairs of the local union. Their requests to the Board were, (1) that the Supervisor be removed; (2) that the International Union allow them to set aside a part of the agreement they entered into agreeing to an impartial chairman for the settlement of any disputes; and (3) that they be granted an extension of jurisdiction over Union County. The Board considered these requests and discussed the matter at some length, but it was voted by the Board that all three requests be denied.

A letter was read from Local 677, Waterbury, Conn., and signed by all local unions in the State of Connecticut. It contained a petition to the International Brotherhood of Teamsters for a Joint Council charter for the State, to be located in New Haven. Since State Joint Councils are not provided for in our Constitution, it was decided by the Board that the only thing that could be done in this case was to issue a charter for "New Haven and Vicinity."

A strike endorsement was granted Local 889, Oklahoma City, Oklahoma, to compel an employer in that city to live up to his agreement in regard to an employee, who served as Secretary-Treasurer of the local union for a time, but at the expiration of his duties as an officer of the local union was to be reinstated to his former position.

Strike endorsement was also granted to Local 199, LaCrosse, Wisconsin, for sixty-five men, for the purpose of equalizing wages in the district.

Brother Gillespie read the report of General Organizer Picago, who outlined conditions and recommended that the request be granted.

Local 546, Milk Drivers and Dairy Employees of St. Paul, Minnesota, requested a charter for a state organization of workers in creameries scattered throughout the large State of Minnesota. The General Executive Board decided that such a request could not be granted under our Constitution and laws, but that they had no objections to the Milk Drivers or other unions admitting to membership this class of workers in creameries adjacent to their local unions.

Brother Gillespie advised the Board that he had just been advised by the General Office that Local 977 of Minneapolis had been successful in organizing the employees of the Standard Oil Company—formerly in a company union—that they have a group of seventy office employees who also desire to become members of our organization. The Board considered it inadvisable to grant such a request at this time; therefore their request was refused.

A letter was read from Local 958, Taxicab Drivers of Minneapolis, Minnesota. The letter contained a proposal for a nationwide campaign to organize taxicab drivers, and to decide upon a basic wage throughout the country in order to endeavor to equalize wages. The matter was considered but the Board felt at this time that it is a matter for each district to take care of individually, as each district has its own peculiar surroundings and conditions in the line of organizing, not only among the taxicab men, but other branches of our craft; but wherever it is possible for our organizers to lend assistance they will do so.

A letter was received regarding the organization of teamsters in Alaska. After a brief discussion it was decided that no action be taken on the matter at this time.

Conditions in Local 805, Waste Converters and Removers and Helpers of Hoboken, N. J., were reported to the Board. Some of the officers are not working at the craft and are not entitled to membership. The General President was instructed to notify the local union that we have received these complaints and that the situation must be remedied immediately or the General Executive Board will be compelled to revoke the charter of the local union.

A similar condition was reported as existing in Local 863, Commission, Butter and Egg Drivers of Newark, N. J.—that men not eligible are holding office in the local union. As in the previous case, the General President was instructed to notify the local union to disassociate these men from membership.

Brother Gillespie brought to the attention of the Board a letter from the Joint Council of Detroit, Michigan, in regard to Local 337, Food, Beer and Soft Drink Drivers, who are having trouble with the Brewery Workers' Union over the organization of the soft drink workers. The Joint Council is unable to give the local union any financial assistance and they asked the General Executive Board to grant them financial aid. The matter was referred to the General Officers in Headquarters, with full power to act.

A delegation appeared before the Board from three local unions of Indiana—Local 362 of Hammond, Local 142 of Gary, and Local 520 of East Chicago. Their purpose was to discuss the advisability of creating a county organization of milk drivers and inside dairy workers, who are now distributed among the three local unions, working under different wage scales and conditions, which is causing considerable dispute and trouble. It is their desire to segregate all the different branches of the craft eventually.

The decision of the Board was that a charter be issued for milk drivers, helpers and dairy employees for Lake County; that individuals holding membership in any of the locals in Lake County be immediately ordered to transfer their membership to the newly set up local union. It was also the opinion of the Board that within eight or ten months or a year after the establishment of the Milk Drivers' Union the same procedure should be followed in regard to the oil drivers and the other branches of our craft who are now holding membership in the several local unions.

President Tobin read a telegram which he had received from the Joint Council of San Francisco, California, regarding Local 853, General Warehousemen, who are carrying on a strike against the Montgomery-Ward Company in Oakland. The majority of their members are not eligible to strike benefits and they asked for a donation from the General Executive Board in addition to the strike benefits being paid to the members who are eligible. The matter was discussed at some length, but the request was denied, since the International Union is paying benefits in this case for the number of men who are entitled to same, in accordance with our Constitution. A telegram was also read from the President of the Joint Council of Portland, Oregon, asking for financial relief in the controversy going on there in connection with the organization of Montgomery Ward employees. The same action was taken in this case as in that of San Francisco.

General Organizer Edward F. Murphy and Brother Gillespie presented to the Board the case of Local 294, Albany, N. Y. There has been considerable trouble in this local union for some time, continued friction and ill feeling, especially in connection with some of the officers. After discussing the question it was deemed advisable to appoint a Trustee over the affairs of the local union.

Local 294 is also involved in a dispute with Local 404 of Springfield, Mass., and Local 25 of Boston, Mass., in regard to jurisdiction over Pittsfield, Mass., which city is about halfway between Albany and Springfield. The matter was referred to the General Office, to be delegated to Organizer Murphy for investigation and recommendation.

A request was submitted for a Joint Council charter for Peoria, Illinois, and one for Springfield, Illinois. The matter was left in the hands of the General Officers for investigation and action.

Vice-President Goudie introduced the question of withdrawal cards and their renewal each year as specified by the new Constitution. This matter was discussed at some length, especially as it pertains to men who have already taken withdrawal cards and are not familiar with the new law requiring renewal each year. The law in this case was stated by the General President and approved by the Board—that the new law applies to all withdrawal cards issued after December 1, 1940, when the present constitution went into effect; that in the case of old withdrawal cards the matter of accepting them or insisting that they be renewed is entirely in the hands of the local executive officers to use their discretion in each case; but it must be understood that it is not compulsory on a local union to accept a withdrawal card if they find the member is not worthy of membership because of his actions since receiving the card, or his physical condition.

An appeal was made by three members of Local 251, Providence, R. I., from the decision of the local executive board. Charges had been preferred against the three men and they were found guilty. The case was presented by Brother Gillespie and Attorney Padway. After hearing the evidence the Board sustained the action of the local executive board.

The appeal of A. W. Reamy, a member of Local 822, Norfolk, Virginia, was also heard by the Board. The entire matter was explained by Brother Gillespie and Attorney Padway. The General Executive Board, after hearing all the evidence, sustained and confirmed the action of the local executive board.

The case of a nationally known and advertised soft drink manufacturer and distributor in Bridgeport, Connecticut, and their disagreements with Local 191 of that city, was brought to the attention of the Board by Brother Gillespie. The complaint was in regard to the negotiation of an agreement for the New England district. The Board discussed the situation and decided on a certain policy which was referred to Organizer Gillespie to make known to the local union.

The question of the position of the National Building and Construction Trades Department and the Metal Trades Department, in reference to defense work and rates of pay for overtime, was brought to the attention of the Board by President Tobin, who explained to the Board the policy contemplated by the above named organizations during this period of intense defense program in which our government and our country is involved. The Board advised President Tobin to instruct the organizations above named that we are in sympathy with their contemplated arrangements, especially on overtime, and that it is the earnest desire of the General Executive Board, representing the International Brotherhood of Teamsters, to do everything in their power within reason and justice to be helpful to our government in this awful world crisis now obtaining.

President Tobin brought up the question of unfavorable publicity given to the Trade Union Movement by high initiation fees and high dues; that the entire matter was considered by other representatives of Labor and other International Unions, and all realized that something had to be done to relieve the situation. Consequently on this subject, with which the Board members were acquainted, the following declaration was approved unanimously by the members of the General Executive Board, and our unions were advised and strongly requested in their own interests as well as in the interest of the national Labor Movement, to try to put forth every means in their power to put the spirit and purpose of this resolution into effect as soon as possible:

Because of the fact that considerable adverse publicity has been given to the Trade Union Movement by certain governmental agencies, newspaper columnists and magazine writers, and because of this certain contemplated legislation may be enacted regulating the affairs of labor unions relative to fees charged by local unions, which action would be seriously detrimental to the interests of the Labor Movement; and

Because of the fact that great stress has been placed by the above named publicity agencies on these matters, which has created considerable agitation amongst the legislators in state and nation;

It is the declared opinion and expression of the General Executive Board of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers that the dues of organizations should be reasonable and that initiation fees should be held down as much as possible, so that adverse, harmful charges will not be directed against the International Brotherhood of Teamsters.

It is our opinion that wherever possible the initiation fee should be limited to twenty-five dollars, but under no circumstances should it exceed fifty dollars; that arrangements should be made for payment of same by installments where necessary by those coming into our organization; and that where local unions have sick, death and unemployment benefits attached, those benefits should be arranged to meet any reduction in revenue obtaining as a result of putting into practice the above requirements.

It is further stated by the General Executive Board that while the International Constitution places no limit on dues if they are within reason, except that the Constitution requires that the minimum dues shall be two dollars per month, it should also be understood that where monthly dues are unreasonable or extortionate the General Executive Board has the power, contained in the Constitution, to take over the affairs of such local unions if they continue to insist on charging dues or initiation fees which are beyond reason.

The above declaration is made with the hope that our local unions will avail themselves of the suggestions contained herein, rather than compel the International Union, because of public agitation, to exercise its power under the Constitution and regulate or discipline local unions acting directly contrary to the purpose and spirit of this declaration.

Brother Gillespie brought to the attention of the Board a letter received from the President of Joint Council 54 of Denver, Colorado, explaining that the Brewery Workers have paid no respect nor attention to any kind of picket lines of any description in that locality. The Board entered into a general discussion on this case and were advised by Judge Padway, and the General Officers were given certain instructions in this and similar cases.

Secretary-Treasurer Hughes brought to the attention of the Board an application for charter for Joint Council in Albany, N. Y. Because of some disagreement obtaining between our local unions in that district, the matter was referred to Organizer Edward F. Murphy to investigate and make recommendation on same.

An application for extension of jurisdiction of Joint Council No. 39, now of Madison and St. Clair Counties, Illinois, was brought to the attention of the Board by Secretary-Treasurer Hughes. This matter was referred back to the General Office to make further investigation of the case and act according to their findings.

An appeal was made to the General Executive Board from the action of the General Secretary-Treasurer by Local 977, Minneapolis, Minnesota, on the question of findings of per capita tax that was owing the International Union as reported by General Organizer and Auditor F. D. Brown. The moneys owing the International Union were paid at the time of the convention, but an appeal was taken to the General Executive Board. It was the unanimous action of the Board that the findings of Auditor Brown were based on the laws of our organization and the appeal for reconsideration of this case was denied.

An application from Local 630 of Los Angeles, California, requesting a charter with extensive jurisdiction to cover a large part of the western area, for fruit and vegetable packers and warehousemen, was submitted to the Board. This application was discussed and it was decided that a

charter be granted for fruit and produce warehousemen for El Centro and Vicinity.

A long continued strike of Local 694, Crothersville, Indiana, against the Morgan Packing Company was discussed by the Board. A report was made on this situation by Secretary Hughes and the Assistant to the President, Brother Gillespie. It was the opinion of the Board that the entire matter should be looked into further by the General Officers when they return to headquarters, and the General Officers were given full power by the Executive Board to act, in their judgment, in the best interests of the International Union and the men involved in this controversy. Brother Gillespie was requested to contact our local unions in other districts asking them to render help against this labor-hating corporation, and to ask Organized Labor to help the truck drivers and helpers to obtain recognition of their union and living conditions and to keep before the minds of the public the unfair attitude of the Morgan Packing Company.

A letter was discussed from our local union in Tacoma, Washington, complaining against the attitude of the Laborers' Union who are endeavoring to encroach upon our jurisdiction on the question of loading and unloading trucks, work which has always been done by our helpers. It was called to the attention of the Board that in the case of the Iron Workers the American Federation of Labor rendered a decision that all unloading came under the jurisdiction of our International Union. The General President said that on the request of the Building Trades Department, a meeting had been arranged between a committee from the Laborers' Union and a committee from our International Union, for the purpose of trying to iron out some of these questions. It was, however, declared by the General Executive Board that our members insist upon preserving and protecting our jurisdiction against any union that endeavors to take away from us work that was always ours.

After the conference was held Brother Gillespie made a report on same. He stated that considerable progress was made and a fairly good understanding had been arrived at, and that an agreement was to be drafted and again considered by the Presidents of the two organizations for the purpose of reaching an understanding on jurisdiction.

President Tobin reported that in certain cities those engaged in the coal business were entering into the fuel oil business and that coal teamsters were being required to drive fuel oil trucks. It was brought out in the discussion that some other organizations were endeavoring to obtain jurisdiction over coal teamsters thus engaged. The Board discussed this subject at length and certain instructions were given to the General President. The understanding between our unions in New York and Boston in this kind of case, it was believed, should be the prevailing understanding on jurisdiction between all local unions affiliated with our International Union.

After hearing the General President report his conferences with representatives of the Warehousemen's local unions, which were, and some are now, directly affiliated with the American Federation of Labor as Federal Unions but are becoming affiliated with our International Union as per the direct instructions of the Executive Council of the American Federation of Labor, it was agreed that the statements and promises made to those local unions by the General President be observed and carried out. Such promises and statements encouraging their affiliation with our International Union were to the effect that their unions and their officers would not be disturbed, nor would they be divided up excepting where the local unions and their respective Joint Councils agree to certain alterations in their composition. It was also expressed that warehousemen's unions should be organized into divisions wherever it was needed and helpful, such as putting wholesale grocery warehousemen in one union, department store warehousemen in another, etc.

President Tobin reported the progress made to date in the registration of our label. He also advised the Board in the case of Local 259 of Boston, Mass., and the case of the Brewery Workers, both cases pending in the courts.

There being no further business to consider, the General Executive Board adjourned, subject to the call of the General President, in accordance with our Constitution.

Respectfully submitted,

DANIEL J. TOBIN,
General President.

President Tobin's Report Continued from February Issue Organizing

Since our last convention I have placed on the permanent payroll of the International Union many organizers; in fact, we have nearly doubled our force. We have to try out our men, test them, prove them, before it is agreed they shall be continuously employed. It is very difficult to get the right kind of man to serve the International Union. A man may be a good man in his home town as a local representative, and may be entirely inadequate and unfit to be an International representative. I think you will agree with me, because it is the consensus of opinion amongst all labor men and amongst our business people, that we have as good a class of organizers as a whole as can be found in any organization. I must have the means to increase this force in proportion to the increase in our membership, because while we have reported here an increase of over 300,000 members in the last five years, we are yet far from being organized. There are at least 300,000 more wage earning truck drivers throughout the nation that can be and will be organized if you will give me and my assistants the necessary funds to carry on this work. Don't misunderstand this statement, that the General President can afford to promise you or any local any position or consideration in the line of appointment of organizers. You must depend upon the judgment of your General President, whoever he might be, in the future as you have in the past, to select the right kind of men to serve the International Union, and the entire responsibility for the appointment and continued actions of the organizers must be placed solely on the shoulders of the General President. I have never sought power and never desired power, because power brings responsibility. Sometimes I wish I physically and mentally was constituted so that I could pursue the course of "take it easy," as is the slang of the street; but you cannot do this and give to the organization the service it demands and needs. It is not all accidental that your organization has grown as it has. It has not only grown financially and numerically, but it has accumulated and obtained a more substantial asset, the asset of good will, respect and confidence of public officials, of business interests with whom we come in contact, and it has acquired the admiration of the entire Labor Movement of our country. Even those who have left the American Federation of Labor, who are not affiliated with us, respect and admire the International Brotherhood of Teamsters. They know that we have played the game squarely and honorably.

(To be continued)

The American Workingman

(Continued from Page 1)

interests of the whole people. He fought hard for political democracy. He is going to win the fight for industrial democracy.

The American workingman is not a "revolutionist." But—he is demanding that women shall receive equal pay for equal work; he is the champion of little children in his fight against child labor; he is helping the immigrant to take his rightful place in our Democracy. No other institution is doing more in this respect than the Labor Union.

He is breaking down antagonisms that separate men of different religious beliefs. He is opposed to the dis-

tinctions made by so many of us on account of class, creed or color. He is fighting for universal brotherhood, and therefore he is not attracted by any movement or organization or political party which advocates hatred of any kind.—*Dr. Charles Stelzle.*

Crucial Test

It is not too much to say that our representative democracy faces its greatest and most crucial test. To make up for the mistakes of years, we are now called upon to do almost the impossible in months or even weeks. Yet we must do it, for our free existence is at stake.—*The Magazine of Wall Street.*

IT MIGHT be a good idea in localities where disputes on hard-road construction jobs, such as existed during the past summer, and which are liable to come up again now that this class of work will be opening up in a month or two, for our local unions to have a Joint Council committee appointed to draw up boundary lines which each local will have to observe and live to so that a stoppage of work may not be necessary at any time. Last summer there was very little trouble, if any at all, about the wage scales to be paid, but there were many jurisdictional disputes among the locals as to which local was to do the work on a certain job in one county with the supplies coming from another county, or from a pit in the next county.

We have trouble enough trying to hold this work for the members of our union against others who "butt in" wherever they can and take the work which belongs under our jurisdiction, so when our members scrap among themselves, they may rest assured others will take advantage of it; the employers will become discouraged and will help the other crafts more than they would dare do if we were working in harmony instead of pulling strikes to see which one of our locals is to do the work.

Think this over and this year you will see how many more days you have worked than you did when these disputes were going on. The International office will help in every way it possibly can. We feel we were able to help many times last year through the assistance of our organizers. Many of the local officers gave splendid support in every way they could because they realized what was being done was in the best interest of their unions.

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THE other night while reading one of our leading newspapers I noticed a letter which had been sent in for publication and for consumption by the public, signed, "A Friend of Labor," but upon reading it one could not help but have his doubts about the writer's friendship for Labor, because everything said in the letter was in direct opposition to Labor. In fact, not one single good thing ever done by Labor was mentioned in the letter although everything good that happened in his great city was due to Labor. As a general rule such a letter accomplishes just what the writer intended it should, that is, blacken Labor's record, so instead of being a friend he is a foe of Labor and all it stands for.

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WHEN a strike is endorsed by the General Executive Board for one of our locals, any member who is thirty days in arrears with his dues is not eligible for benefits, whether it is a strike or lockout. This is the law of the International Union adopted by the convention and no one can change it. There is no reason why dues cannot be paid on time and then the membership has every protection the International can give them. Sometimes when members are caught behind with their dues they blame others for it whereas they are the only ones at fault. It would be a good idea then for you to check up on your due book and see where you would stand in case some unforeseen strike or lockout should occur in your local union.—J. M. G.

Official Magazine of the
**INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA**

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